The University of Washington
Special Committee on Faculty Women

The Special Committee on Faculty Women met Wednesday, January 17, 2001 in 36 Gerberding. Chair Barbara Krieger-Brockett presided.

PRESENT: Faculty Fligner, Frenkel, Krieger-Brockett, Muecke, Wilke. Ex officio *Redalje, Remick. Special guest Elinor Graham, Assoc. Prof. Pediatrics HMC.


Minutes from November 9, 2000 approved with changes.

Discussion of Potential Class Action Suit--Possible Actions by SCFW
SCFW Chair Barbara Krieger-Brockett suggested that the committee draw up a list of questions to be presented at an informational meeting that will take place Friday, January 19 at noon, at Harbortview Medical Center (HMC). The meeting will be attended by representatives from the law firm representing the plaintiffs in a discrimination suit that was recently filed against the University of Washington. Elinor Graham said she would be attending the meeting and encouraged all interested parties to attend. Krieger-Brockett said she would be at the meeting.

List of Questions Regarding Class Action Lawsuit:
1. What are the ramifications if one decides to join the class action suit? Does it mean one will forgo all other future possibilities for discrimination claims? Are participants only forgoing their rights to individual suits for the years covered by this particular suit (1994 to present)?
2. Who is eligible to participate in the suit? How does one find out?
3. Who will know if one has signed on (or off) of the suit?
4. How can other informational meetings be set up (legally)? Are there restrictions regarding use of UW facilities?
5. What are the legal implications of informational meetings?
6. Does the suit, which alleges salary discrimination, pertain only to state funds, or does it include other salary streams as well (e.g., UWP, CUMG)?
7. Are there other similar suits across the country? How many? And how many successes?
8. On what criteria should a participant's decision to join or not join the suit be based? What information will faculty have available with which to make this decision?
9. What happened at the January 12th hearing regarding the class action status of the suit?
10. Is this suit the best way to get results relating to salary discrepancies between male and female faculty?
11. Is this a contingency suit? That is, if one joins the suit, is she responsible for legal fees? Only in case of a loss? Or any legal fees at all? If this is not a contingency suit, who is currently paying the legal fees?
12. Is there protection of claimants from harassment by UW colleagues/chairs/department head/deans, etc.?
13. Must a claimant feel she has been personally discriminated against to join suit? Should claimants not join the suit if they feel they have been treated fairly (so as not to damage the suit)?
14. What information can the courts subpoena from faculty?
15. Why is this a state and not a federal suit? What are the ramifications of a state suit?
16. What is the relationship of the Spalding vs. the University of Washington suit to this suit?
17. Does the suit include faculty from all three UW campuses?
18. What information does the UW have to indicate that salary discrimination against female faculty is or is not systemic? In court, what documents were presented by the UW in its defense?

19. What information will be presented by the plaintiffs?

20. How is the University going to provide information to its faculty?

21. Where will faculty be able to find information relating to the lawsuit?

Meeting adjourned at 2:30 p.m. Minutes by Todd Reid, Recorder.